



ACS Division of
Professional Relations

Web site: www.acsprof.org

BULLETIN

Issue #92 April 2012
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Chair's Comment

George Heinze

The San Diego meeting was very well attended (almost 17,000) as was the PROF executive committee meeting (15 members plus 4 guests). The committee reviewed our programming projections for the next several national meetings, as well as five possible programs at regional meetings. We also reviewed the populations and activities of the subdivisions, which are growing, led by WCC at over 200 members. 2012 should see full activities by all the subdivisions, including holding elections.

Pete Smith, our treasurer, reported that we are on a sound financial basis for 2012, having ended 2011 with a surplus. Allocations were made to all the subdivisions to encourage activities such as programming.

As PROF focuses on professional advancement and well-being, we want to work with other areas of ACS governance that also impact on these ideas, such as CEPA, YCC and WCC. We have also determined that we need to be more active at National and Regional meetings in interacting with students, particularly graduate students, so that they can better understand the focus and mission of PROF.

We also spent time at the meeting reviewing the responsibilities and activities of the division officers, committees, subdivisions, etc in order for the division to run as efficiently and effectively as possible. An area we also want to focus on, is our awards. The Henry Hill Award, presented to Diane Schmidt at the San Diego meeting, was very well attended. This is a prestigious award and we should be doing more to give it greater prominence. In 2014- the 100th Centennial of Henry Hill's birth- we are planning a special ceremony. In addition we want to encourage wider knowledge of the Lou Sacco award.

All in all, we are off to a good start for 2012, but I would urge all members of the division to be as active as possible and to contact me or any other members of the committee with comments, suggestions, ideas.



Chair-elect's Comment

Keith Vitense

Sitting in my office today at Cameron University I was trying to figure out where all of my time had gone, when I was reminded that I needed an article for the newsletter. When I looked at my calendar, I found, classes, individual appointments with students for oral testing over papers they had written, appointments with potential hires and phone interviews with other candidates, four nights of umpiring baseball, and all of the things that have to be done with our student-athletes to make sure they are taking the classes they need to remain eligible for competition. For a moment I thought about how I could get out of the article because I was just too busy. But only for a moment, because I then realized that we are all busy in our lives. I have yet to meet someone that is complaining about too little to do! (And if you are such a person, I'm sure that I can help you add things to your to-do list.)

The point is that we all need to make time for what is important, and not just what is urgent. That applies to all of us in both our personal and professional lives. If development of your skills outside of your technical field is important, we are the division to look toward to help you with that goal. Within the subdivision structure I'm certain that you can find a niche for your talents and interests, and several of the subdivisions are at a point that we really need folks to step up to the plate (hey, I'm a baseball umpire – the analogy was too easy) and get involved. Help with programming – get involved in the governance – serve as a mentor for others. The list is almost as long as the tasks in front of me before I can say adios to the semester. And just like opportunities to get involved, there is always another semester just around the corner...

Council Comments

Diane Schmidt

The following items are highlights of Council actions from the ACS National Meeting in San Diego, 2012 March 29.

Committee Review

As part of a regular performance review, the Council VOTED to continue the Committee on Project SEED. The Committee on Project SEED sets policy for all Project SEED programs, including review of Project SEED I and II program applications for student research projects, funding decisions, and Project SEED college scholarship applications.

2013 Member Dues

The Council VOTED to set the member dues for 2013 at the fully escalated rate of \$151. This rate is established pursuant to an inflation-adjustment formula in the ACS Constitution and Bylaws.

Chemical Professional's Code of Conduct

The Council VOTED to approve the Chemical Professional's Code of Conduct as submitted by the Committee on Economic and Professional Affairs. This document offers guidance for Society members in various professional dealings, especially those involving conflicts of interest.

Web Addresses for More Information

Safety

safety@acs.org - email address for sharing ideas on "How can ACS best cultivate a culture of safety in US universities and colleges?"

www.acs.org/safety - information on the Committee on Chemical Safety including "Creating Safety Cultures in Academic Institutions"

Employment/Careers

www.acs.org/careers - information on ACS career resources

www.acs.org/ei - information on the ACS Entrepreneurial Initiative (Training and Resources)

Local Section Resources

www.acs.org/getinvolved : grant information, important deadlines, officer resources

www.acs.org/forms: submit annual reports, record

meetings, activities and events year round

speakers@acs.org: nominate speakers for the Online Speaker Directory

Other

www.acs.org/strategicplan - information on the new ACS Strategic Plan for 2012 and Beyond

www.acs.org/bulletin5: location of the Society's governing documents and unit bylaws, and information on the petition process to amend the Society's governing documents

bylaws@acs.org: email address for questions to the Committee on Constitution and Bylaws

www.acs.org/climatescience: information on the Climate Science Toolkit

Regional Meeting Programming:

MidAtlantic Regional Meeting 2012

You Too Can Be an Entrepreneur or Partner with One

Friday June 1 from 1-5 PM, Room MEYR 120

Financed by PROF

Cosponsored by BGMT, CHAL & SCHB

Introductory Comments

Bill Suits, ACS Career Consultant, Bedminster, NJ

How a Medicinal Chemist became CEO of the Year

Ramesh C. Pandey, Ph.D., GDP Ayurvedic University

What is important is the delivery on your commitment(s), which builds the credibility. Focus, Goal and Vision have been the key in my life. From receiving the Ph.D. in Medicinal Plant Products, moving to antibiotics research at University of Illinois, Cancer Drug Development at the National Cancer Institute (NCI), National Institutes of Health (NIH) and New Products Development group at Abbott Laboratories.

Life changed from a scientist to an Entrepreneur/Businessman in bringing the first "Generic Vancomycin" for an injectable drug with the company LyphoMed. Partnering with key individuals accelerated my learning curve. Yet surprises with new corporate affiliations, forced finding a new partner found in Nigeria. The result was the first herbal product NICOSAN™ for the treatment of Sick Cell Disease (SCD). This

journey was not easy. Many hurdles came but with the right partners, tenacity, persistence, passion and motivation of the group, we made history.

Entrepreneurship in early drug discovery research

Allen B. Reitz, Ph.D, CEO, ALS Biopharma, LLC,

The drug discovery effort worldwide has seen tremendous change in recent years involving high levels of generic substitution, stagnant productivity and innovation, and the globalization of contract research opportunities. However, innovation is coming more frequently from smaller, focused research groups, either in biotechnology companies or at drug discovery institutes affiliated with universities and non-profit research organizations. The Pennsylvania Drug Discovery Institute (PDDI, www.padrugdiscovery.org) seeks to foster innovation and entrepreneurship by sponsoring a variety of activities. This talk will focus on best practices in product development and innovation, using as examples the Fox Chase Chemical Diversity Center, Inc. (FCCDC, www.fc-cdc.com) and ALS Biopharma, LLC (www.alsbiopharma.com) which were founded in 2008 and 2009, located with the PDDI at the Pennsylvania Biotechnology Center in Doylestown, PA. FCCDC has core competencies in medicinal chemistry and early-stage translational drug discovery research funded by Small Business Innovation Research (SBIR), U01, Wellcome Trust and collaboration company-sponsored research support. ALS Biopharma, LLC seeks to discover new therapeutics to treat the debilitating condition of amyotrophic lateral sclerosis, using both small-molecule and biologic protein-based approaches.

The Reality of Entrepreneurship

(Not the venture capital kind – the kind where you hang a shingle and start looking for customers)

Donald Truss, Executive Director Staffing, Students2Science, Inc,

The presentation will present:

- my transformation from an analytical chemist to a 30 year business owner
- my perspectives on the typical entrepreneur and the ideal entrepreneur
- things I learned while assisting hundreds of small business owners with staffing issues
- the steps I suggest you take if you choose to start a new business

This presenter started, managed and sold a very successful staffing company. Finding great partners, we transitioned from a very profitable CRO analytical lab to a nonprofit STEM company dedicated to exciting middle school students from poor communities about science education.

How Can an Incubator Help the Entrepreneur? Some Success Stories

Ned D. Heindel, Lehigh University

After nearly four years of declining venture capital support for start-up biopharma companies, the first quarter of 2012 showed a rousing investment of >\$390M (a 34% increase over 2011) made available to early-stage innovators in the health science space. Investors, however, do continue to favor device/diagnostic firms with a prototype in hand or therapeutic firms with a compound in the clinic. The phrases “de-risked investment” and “proof of concept” are on every investor’s lips as a virtual requirement for putting funding in play. One important study has shown that start-ups birthed in an incubator are twice as likely to succeed as free-standing entities launched in any other environment. This presenter has been a consultant or contractor to eight incubator-based biopharm firms over the last 28 years. Comparisons will be presented of the technology plans and financial platforms for a dozen new firms along with presentations of their products. How association with an incubator contributed to their respective successes will be presented. An introduction to some of the major state-sponsored incubators located in the MARM region will be presented.

Regional Meeting Programming:

PROF Workshops will be presented at the Northeastern Regional ACS Meeting

John K. Borchardt

Dan Eustace and John Borchardt will be presenting workshops at the Northeastern Regional Meeting in Rochester September 30 – October 3. These will be in a special PROF session. They won’t be the regular ACS regional meeting employment workshops but will cover:

- First Year On The Job: Getting Off To A Great Start
- Communication Skills for Technical Professionals

Ethics in Industry: NOT an oxymoron!

Joe Stoner

The Ethics Subdivision of PROF will be sponsoring a symposium at the Philadelphia meeting.

Different scenarios from industry involving decisions that are in part based on ethical considerations will be presented, and the attendees will then be asked to choose from a list of possible outcomes from the various scenarios. ‘Clickers’ will be used to compile responses from the attendees, and these results will be the starting point for discussions. A panel consisting primarily of chemists currently or previously employed in industry will be present to share their insights during the discussions. This will be a highly intensive audience participation session.

The session will be moderated by Keith Vitense, Cameron University. Participants will include Anne Kelly, Bristol Myers-Squibb; Mark Blankenbuehler, Morehead State University; Tiffany Hoerter, Critical Path Services, LLC; and Sergio Nanita, DuPont.

Day, time and location was not available at press time, but check the meeting program for all the details.

Women Chemists Subdivision Programming in San Diego

Jackie Erickson

In San Diego, the Women Chemists Subdivision sponsored its first session, “Mentoring for Success”. Six speakers from varying backgrounds gave their perspective on Mentoring.

The first 2 speakers, John Borchardt and Wendy Flory spoke from an industrial perspective. In an industrial setting, mentors are often assigned in order to provide knowledge and training in new areas, such as with a job rotation program, as Wendy discussed in her presentation. These mentors are usually at a higher grade level in the company, and the mentoring relationship may only last for 1-2 years. However, John Borchardt indicated that peers or technicians who have performed a function for a long time can also serve as mentors, and in some cases, a mentoring relationship can last for many years and develop over time.

The third speaker, Christine Hampton talked about “Mentoring from the Heart: A Multivariate Perspec-

tive” In her talk, Christine gave her perspective on helping mentees to become self aware, while having the mentors understand the background of those that they are mentoring.

The next speaker, Barbara Belmont, spoke about mentoring Gay and Transgendered People in STEM fields. A common feeling, especially amongst gay and transgendered people is feeling alone, and mentors can help them to understand that they are not alone. After providing some estimates of the number of gay and transgendered people in STEM fields, Barbara spoke about informal and formal mentoring programs including the NOGLSTP partnerships with Mentor Net and the Point Foundation.

The last two speakers, Amber Charlebois and Renee JiJi spoke about mentoring in academic environments. Amber provided examples of the mentoring relationships with undergraduates including acting as an academic advisor, a research advisor and club advisor. Renee JiJi discussed mentoring of graduate students, and helping them mentor undergraduates, and provided examples of successful mentoring relationships. As all the speakers indicated, the mentoring relationship requires that both individuals dedicate the time and effort, but this relationship can be very rewarding to both the mentor and mentee. In conclusion, this session was a success, and the attendees gained new knowledge on mentoring.

New Career Programs from ACS!

Lisa Balbes

Career Tips Column

Beginning with this issue, ACS Careers is launching a monthly Career Tips column in C&EN (see page 50 in the 2012 April 02 issue). These columns will be published in the first issue of every month and will cover a variety of topics of interest to ACS members who are looking to find new jobs and new ways to advance their careers. They’ll also be posted on the ACS Network and the ACS Careers website, where you’re encouraged to get involved in the discussion and suggest future topics.

ACS Career Pathways: Discover the Career of Your Lifetime

ACS Career Pathways is a carefully designed, innovative program that enables you to choose a career pathway in

the chemical sciences that's right for you. The program creators have gathered and synthesized the information you need to evaluate all your career pathway options. Moreover, they will help you systematically review your own needs to see how well you fit with each career pathway.

Everyone who participates in ACS Career Pathways starts off with an introductory half-day workshop where you'll learn about all the career pathway options available to chemistry professionals. At the same time, you'll also assess your own talents, personality, and goals in order to see which of the four career pathways makes the most sense for you.

Once you've taken the introductory workshop, you'll choose from among four workshops focusing on academic, government, industry, and entrepreneurial career pathways to continue exploring and developing your own personal career pathway plan. Upon completing the introductory workshop, you may want to explore more than one career pathway in greater depth. If you do, that's okay. These workshops enable you to explore the various career pathways and how well you fit into each one as fully as possible.

ACS Career Pathways is ideal for graduate students and young professionals who are beginning their careers. It's also perfect for chemistry professionals in mid or late career who are contemplating a career change or launching their own entrepreneurial ventures.

The six Career Pathways Workshops are described below.

Finding Your Path

Learn about the four main career pathways available to chemistry professionals: academic, industry, government, and entrepreneurial careers and why each one may or may not be the right choice for you. This workshop is not only ideal for graduate students and recent grads, but also experienced professionals who are considering a career change. In addition to learning about which types of careers are available in each pathway, you'll also learn about the job market and hiring trends in each pathway to help you make your choice. The workshop allows time for you to inventory your own values, interests, background, strengths, and weaknesses so that you can select which career pathway you'd like to explore in full detail.

Working in Higher Education

Discover the pros and cons of a career in academia. You'll learn about typical career pathways and job opportunities within the four main types of academic institutions. The panelists will help you understand what academic recruiters are looking for and how you can better position yourself for a faculty position. You'll also learn about the expectations that will be placed on you to bring in grants and other funding at the various types of academic institutions. Lastly, you'll explore what you can expect during your first year in academia and what you can do during that year to lay the foundation for success.

Working in Industry

Explore the many and varied career options in industry for chemical professionals. You'll not only learn about bench scientists, but also chemists who work in management, patent law, regulatory affairs, technology transfer, technical communications, and information science. You'll discover the best ways to find jobs in industry, manage the recruitment process, and negotiate a job offer. Panelists will share examples of good and bad resumes, helping you create your own winning resume for industry. Finally, this workshop offers some valuable tips for making your first year on the job in industry a great one.

Working in Government

Find out if a career in government is right for you. This workshop begins with an overview of a typical career path in government, including the advantages and disadvantages of working for the government. You'll learn about the different types of federal, state, and local government agencies as well as the types of jobs for chemists within these agencies. You'll also discover what governmental recruiters are looking for and how to position yourself to grab their attention. Panelists will describe the often complex ins and outs of the government hiring process, helping you sail through all the red tape.

Working for Yourself

Consider a career as an entrepreneur or consultant. You'll hear about all the advantages and disadvantages of being your own boss, helping you decide whether this is the right choice for you. Moreover, you'll learn about the many possible career options available to consultants and entrepreneurs as well as the critical

factors that determine their success or failure. Panelists will set forth all the steps of defining your offer, building your organization, and funding your venture. They'll also go through the day to day details of running your own business, including hiring and managing employees.

Acing the Interview

“Performing well in a job interview and acing an exam in school have one thing in common: the more prepared you are, the more successful you will be. This workshop provides practical steps to help you prepare for an interview with specific focus on 3 key aspects: 1) becoming familiar with the questioning format used by many interviewers, 2) preparing your responses to some “tough” interview questions, and 3) conducting “due diligence” research on the organization. You will also learn to highlight your unique strengths and the special ways you can contribute to the hiring organization without appearing to be boastful.”

The Division of Professional Relations speaks for the professional needs and interests of all chemists, chemical engineers, and chemical professionals. Let us meet your needs and interests. Join DPR today by completing the information below.

Step One: Choose Your Membership Type

ONE YEAR DPR MEMBER CATEGORIES

- ACS – full member (\$10)
- Non-ACS – affiliate member (\$12)
- Student member (\$5)

Step Two: Select Subdivision Membership(s)

- Subdivision on Chemists with Disabilities (\$2)
- Subdivision on Ethics (\$2)
- Subdivision of Gay & Transgender Chemists and Allies (\$2)
- Subdivision on Minority Affairs (\$2)
- Subdivision of Women Chemists (\$2)
- Subdivision of Younger Chemists (\$2)

Step Three: Provide Information & Mail

Enclosed is a check in the amount of \$ _____
made payable to: ACS Division of Professional Relations.

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